Government of
Saskatchewan

Annual Report
2001-2002

Saskatchewan
Women's Secretariat

for the fiscal year ending
March 31, 2002

Published by Authority of
The Honourable Deb Higgins
Minister

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Letters of Transmittal

Her Honour
The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of Saskatchewan Women's Secretariat for the fiscal year ending March 31, 2002.

Deb Higgins
Minister Responsible for
the Status of Women

The Honourable Deb Higgins
Minister Responsible for
the Status of Women

Dear Madam:

I have the honour of submitting the Annual Report of Saskatchewan Women's Secretariat for the fiscal year ended March 31, 2002.

Respectfully submitted,

John Boyd
Acting Deputy Minister

Legislated Mandate

The Minister Responsible for the Status of Women has responsibility for the following acts:

The Women's Affairs Act
The Family and Community Services Act

Under these Acts, the Saskatchewan Women's Secretariat is responsible for providing leadership to government on policy directions affecting the status of women. The Secretariat is also responsible for establishing and maintaining communication with the women's community and ensuring the Minister is advised of issues and concerns.

The role of the Women's Secretariat is to work with others to promote social change to achieve social, economic and political equality for women.

The Women's Secretariat works within government and the community to recognize and address the differential impacts of policies and programs on women. By conducting gender-based analysis, the Women's Secretariat articulates and recommends strategies to address inequities.

The operation of the Women's Secretariat as a stand-alone agency was retired on March 31, 2002 when it was merged into the Department of Labour and the Status of Women Office was created. Future reporting on the activities of the Status of Women Office will be captured in the Department of Labour Annual Report.

Guiding Principles

- Equity
- Respect
- Inclusiveness
- Accountability
- Integrity

Vision

A prosperous Saskatchewan that benefits from the economic, social and political equality of women.

Goal

Economic security and independence, safety and well-being for Saskatchewan women.

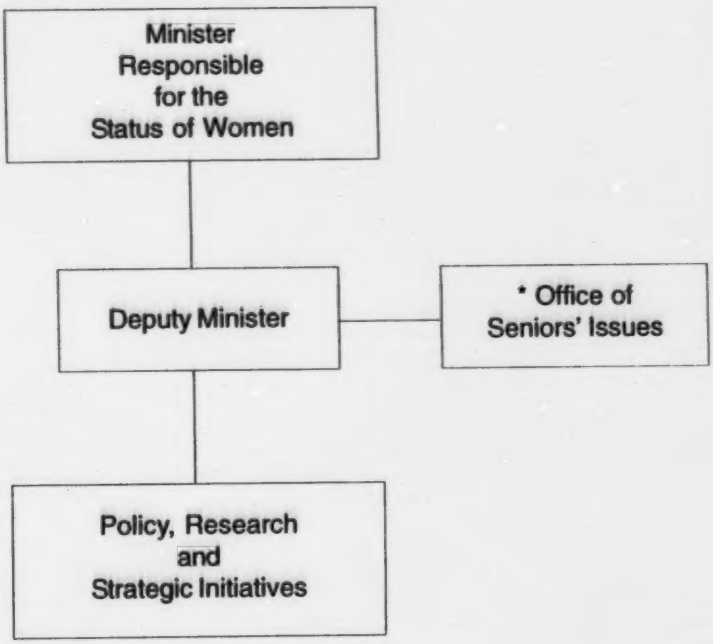
Objectives

- Increased reflection of issues affecting women in government policies.
- Improved information to support policy decisions impacting women.
- Increased knowledge and capacity of community to address status of women issues.

Organization Chart

Saskatchewan Women's Secretariat

March 31, 2002


Minister Responsible for the Status of Women
Deputy Minister
* Office of Seniors' Issues
Policy, Research and Strategic Initiatives

* The Women's Secretariat had responsibility for the Office of Seniors' Issues from November 1, 2001 to March 31, 2002.

Key Accomplishments

Responsibilities of the Women's Secretariat include the development of evidence-based research, provision of policy analysis and advice for government on issues that affect women, and the promotion of gender-based analysis. The Secretariat also communicates with the women's community, and facilitates their work towards women's equality.

Objective

Increased reflection of issues affecting women in government policies.

To support this objective, the Women's Secretariat:

- Facilitates the integration of gender-based analysis in government by providing expertise, consultation, presentations and written material;
- Partners with other government departments and agencies, as well as women's organizations, on projects that support women's equality;
- Liaises with federal-provincial/territorial counterparts to exchange information and to work on national issues;
- Reviews government policies, legislation and programs in their development, for impacts on women and recommends changes;
- Develops policy tools to assist decision-makers in understanding gender-based analysis to ensure gender equity; and
- Participates on a variety of interdepartmental committees to bring women's perspectives to the table.

Areas of Focus

Economic Equality and Security

Gender-based Analysis (GBA)

Consulted with Saskatchewan Social Services on Income Security Redesign, and worked with Saskatchewan Municipal Affairs and Housing to put a gender lens on housing need in Saskatchewan, as a follow up on the provincial conference "If Gender Mattered ... Policy and Strategies to Advance Women's Equality".

Further work on GBA included assistance in the development and delivery of an educational workshop on gender-based analysis for Regina Health District staff and staff from Saskatchewan Health. Support was also provided to the Department of Women's and Gender Studies, University of Saskatchewan, to develop a post-secondary course curriculum on gender-based analysis and public policy.

Gender-based analysis is a process that assesses the differential impact of proposed policies, programs and legislation on women and on men. It helps decision-makers appreciate gender differences, the nature of social relationships between men and women, as well as their different social realities, life expectations and economic circumstances. Gender-based analysis also supports the examination of the differential impacts of policies and programs on diverse groups such as seniors, youth, lone parents, Aboriginal peoples, members of a visible minority or immigrant group, or persons with disabilities.

Pay Equity

Continued to implement pay equity. Pay equity now covers approximately 60,000 workers in government departments, C.I.C. Crown Corporations, Treasury Board Agencies, Boards and Commissions, SIAST and Regional Colleges, as well as the Health Sector.

The Secretariat continued to provide advice to government workplaces implementing pay equity. It also has representation on the Compensation Review Committee responsible for monitoring the implementation of the Pay Equity Policy Framework in the public sector.

Federal-Provincial/Territorial Initiatives

Worked on a range of common issues including the development of statistical indicators on violence, in co-operation with departments and ministries responsible for the status of women across Canada.

Interdepartmental and Intergovernmental Work

Committee Participation

Participated on a wide variety of committees and projects dealing with the following issues: employment equity, family violence and violence against women, Aboriginal economic development, human services integration, early childhood development, disability issues, poverty, housing and homelessness.

Status of Women Ministers' Conference

Attended the annual Status of Women Ministers' Conference that was held in Quebec City, Quebec. Issues addressed at the meeting included access to employment benefits for non-standard workers, gender-based analysis, violence indicators, and the recruitment and retention of women in non-traditional and knowledge-based occupations in growth sectors of the economy.

Staff Training

Held information sessions for Secretariat staff and key senior officials from other provincial departments. A staff member from the federal Status of Women Office provided these information sessions, outlining the development and implementation of gender-based analysis within the federal government.

Objective

Improved information to support policy decisions impacting women.

To support this objective, the Women's Secretariat:

- Conducts research and policy analysis on issues that affect women;
- Develops appropriate measurement tools, such as the economic gender equality indicators, to evaluate progress towards women's equality; and,
- Develops opportunities for decision-makers to learn how to use policy tools that help identify needs of women.

Areas of Focus

Economic Equality and Security

Statistical Updates

Researched and produced four new fact sheets as part of the Statistical Update series, regarding women's income and women's unpaid work, as well as lone-parent women and women with activity limitations. All Statistical Updates are available for distribution in booklet form, and are also available for downloading through the website.

Statistical Updates are designed to provide decision-makers in a range of sectors with accurate social and economic information on women, to assist with gender-based analysis, education and community advocacy.

Workplace Equity

Aboriginal Government Employees Network (AGEN)

Participated on the AGEN Provincial Steering Committee, as well as Lead of the AGEN Networking, Partnership and Communication Portfolio. AGEN is committed to working in partnership with government and crown corporations, to seek ways to elevate the employment of Aboriginal people from an issue of equity to an issue of economic necessity and prosperity for the province.

Provincial Representative Workforce Communications Committee

Participated on the Provincial Representative Workforce Communications Committee in establishing links for Aboriginal youth to employment. Activities included identifying resources, establishing an inventory of resumes and developing a brochure.

Disability Issues Steering Committee

Continued to participate on the Officials Steering Committee on Disability Issues and provided facilitation support for the community consultation process regarding the draft Disability Action Plan.

Saskatchewan Visible Minority Employees' Association (SVMEA)

Participated on the SVMEA Executive Committee and chaired the Membership Committee. SVMEA was formed to establish a network to support the development of the full, free and equal participation of visible minorities in Saskatchewan. SVMEA works to advocate on behalf of, and support, visible minority employees, and to facilitate the achievement of diversity, multiculturalism, employment and education in this province.

Equity

Saskatchewan First Nations Women's Council

Supported the Saskatchewan First Nations Women's Council (SFNWC) to conduct work that informs the development of *The Women's Act* and a First Nations Bill of Rights. Forums were held with Tribal Councils and Bands throughout the province, allowing an opportunity for First Nations women to raise issues related to gender equality.

Women with DisAbilities Survey

Contracted a consultant to develop and administer a survey of women with disabilities to determine their information needs and how information could be communicated most effectively for that community.

Women's Well-being

Work and Family

Provided a program consultant, on a half-time basis, to the Work and Family Unit in the Department of Labour until November 15, 2001. Staff completed the publication *Becoming More Family-Friendly: Narratives from Saskatchewan Workplaces.* The publication profiled eight Saskatchewan workplaces that ranged in size and sector, and outlined the work and family practices each had incorporated into their operation.

Objective

Increased knowledge and capacity of community to address status of women issues.

To support this objective, the Women's Secretariat:

- Consults and liaises with the women's community, and advises government of their issues and concerns;
- Facilitates the building of skills, networks, leadership and research capacity among women's equality-seeking organizations;
- Develops and delivers workshops on a variety of subject areas that affect women;
- Organizes and/or sponsors conferences, information meetings, special events and activities for women and women's organizations;
- Works within government and with community partners to develop integrated community-based responses to family violence;
- Develops targeted resources for women's organizations, schools and broader community groups that communicate information on key issues relating to the social and economic well-being of women; and
- Works with the media to communicate with the public.

Areas of Focus

Publications

Newsletter

Published a spring and fall issue of the Secretariat's community newsletter *Impact*. The newsletter highlights a variety of activities, events and issues of interest or concern to women.

2002 Women's Directory

Updated and published the Saskatchewan Women's Directory. The directory provides a listing of current women's organizations in the province, services provided by each, and a contact number. The directory is updated every three months, and is in a printable format on the Secretariat's website.

Special Initiatives and Events

International Women's Day/Month (IWD) – March 8

Provided $500 grants to 102 Saskatchewan community-based organizations to sponsor an International Women's Day activity or event during the month of March. The theme of the grant program was "The Diversity of Women".

The program was designed to give groups an opportunity to profile their organization and the work they do to advance women's equality. It also allowed groups to recognize women in their communities, as well as raise awareness of the significance of International Women's Day to the general public.

Activities ranged from large-scale conferences to formal and informal celebrations to mark women's achievements through awards and special recognitions, to workshops on women's issues such as family violence, employment equity, balancing work and family, pensions and women's health.

In addition to the grant program, an information kit was developed including a fact sheet on the role of the Women's Secretariat, pamphlet on the history of IWD, a quiz on famous women and the status of women, three word puzzles, a statistical profile of Saskatchewan women, a bookmark, and a "Did You Know" section on firsts for women.

International Women's Day is a day when women worldwide commemorate women's struggles and celebrate women's economic, social and political achievements. It is also a day when women's organizations reaffirm their commitment to equality, bring issues of importance to the attention of the public, and set down a course of action that ensures women's concerns are recognized, understood and given the priority they deserve.

Women's History Month (October)

Researched and produced an educational booklet that focused primarily on the historical achievements that affected Saskatchewan women, and some of the extraordinary people that helped change the lives of Saskatchewan women. A majority of the information in *Women's History Month – A Celebration of Women's Lives*, is directly related to Saskatchewan women and Saskatchewan women's history.

The booklet was designed to be of interest to persons of all ages. The booklet includes: a history of key policies and legislation that impact women, a fictional historical news release on the Persons Case, a crossword puzzle, a quiz, a special section on Aboriginal women, and famous quotes from Canadian women.

The Women's History Month publication has been recommended by Saskatchewan Learning for use in social science classes at the elementary, middle and secondary levels, and is being used as a prototype for Manitoba by the Manitoba Women's Directorate.

Women's History Month celebrates the historical contributions of women to Canadian society. October was selected because of the historical significance of the Persons Case. Persons Day, October 18, commemorates the day when women were legally recognized as persons.

Employment Equity Week – June 18 - 22

Participated on the Employment Equity Inter-sectoral Committee, responsible for planning public activities to commemorate Employment Equity Week. A pancake breakfast with entertainment provided by designated employment equity groups was held. As well, a panel comprised of representatives from various levels of government and financial institutions, discussed employment equity initiatives within their organizations.

Abuse Help Lines Page Promotion

Supported the Provincial Association of Transition Houses of Saskatchewan (PATHS) in promoting the Abuse Help Lines Page that is located in all SaskTel phone directories throughout the province. News conferences were held throughout Saskatchewan to promote the page.

Proclamations

Sexual Assault Awareness Week

Proclaimed Sexual Assault Awareness Week April 1 – 7, 2001, at the request of Sexual Assault Services of Saskatchewan (SASS). The purpose of the week is to raise awareness about sexual violence against women.

Hot Peach Pages Week

Proclaimed Hot Peach Pages Week, November 30 – December 6, 2001 at the request of the Provincial Association of Transition Houses of Saskatchewan.

The week ended on December 6th, Canada's National Day of Remembrance and Action on Violence Against Women. This day commemorates the tragic killing of 14 women engineering students in Montreal.

The White Ribbon Campaign and the YWCA Rose Button Campaign were also held during this week. White ribbons are worn by men to raise awareness about violence against women.

Women Entrepreneurs Week

Jointly proclaimed Women Entrepreneurs Week, May 3 – 9, 2001, with the Department of Economic and Co-operative Development, at the request of Women Entrepreneurs of Saskatchewan.

Women Entrepreneurs Week celebrates the contributions of Saskatchewan businesswomen to the provincial economy.

Community Liaison

RESOLVE

Participated on the Saskatchewan committee of the tri-provincial Research and Education for Solutions to End Violence and Abuse (RESOLVE) network.

University of Saskatchewan

Provided support and worked in co-operation with the Department of Women's and Gender Studies, University of Saskatchewan, to develop a post-secondary course curriculum on gender-based analysis and public policy.

Public Legal Education Association

Provided support to the Public Legal Education Association of Saskatchewan (PLEA) for the research and development of a comprehensive handbook on women and the law.

Prairie Women's Health Centre of Excellence and Regina Health District (RHD)

Worked with representatives from the Prairie Women's Health Centre of Excellence and the Regina Health District, to support the delivery of an educational workshop on gender-based analysis for staff from RHD and Saskatchewan Health, to improve the integration of gender-based analysis into health needs assessment and health planning processes.

Ongoing Liaison

Consulted and liaised on a regular basis with women's groups, community-based agencies and independent researchers working in the following areas: pensions, housing and homelessness, unpaid work, women with disabilities issues, First Nations and Metis women's issues, violence against women, immigrant and visible minority women's issues, gender-based analysis, activity development and support, capacity building and other issues.

Information and Education

Workshops and Presentations

Developed and delivered workshops and presentations on a variety of topics including sexual harassment, gender-based analysis, balancing work and family, International Women's Day, role of the Women's Secretariat, employment equity and racial discrimination.

Requests for Information

Provided information and referral services to the public, the media, the Minister and other government departments on issues that impact women. This involved researching issues to prepare letters, briefing notes or background information, and/or distributing resource materials in response to information requests.

Displays and Exhibits

Attended several conferences and information sessions to provide information and to address questions about the Women's Secretariat and issues of concern to women. The Secretariat's display focuses on the strength and diversity of women at work, at home, in sports and in the community.

Public Relations

Prepared speeches, statements, and presentations for the Minister, MLAs and staff attending conferences, special events, information sessions or in the Legislature. Also prepared news releases, news stories, brochures, advertisements, information kits, and activity materials to increase public awareness and understanding of women's issues or special days and events.

Office of Seniors' Issues

On November 1, 2001, the Deputy Minister of the Women's Secretariat was assigned responsibility to provide support to the Minister Responsible for Seniors, who was also the Minister Responsible for the Status of Women. Working with federal/provincial-territorial colleagues, an *Inventory of Canadian Programs for the Prevention of Falls Among Seniors Living in the Community* and *A Best Practices Guide for the Prevention of Falls Among Seniors Living in the Community* were developed and distributed to key stakeholders in Saskatchewan. Support was provided to the Provincial Advisory Committee of Older Persons, and informational articles from the Minister were published in four seniors' publications.

As of March 31, 2002, the responsibility for Seniors was transferred to the Department of Health.

Financial Overview 2001-2002

Saskatchewan Women's Secretariat - Total Expenses and Employees
($ Amounts in Thousands of Dollars, Employee Counts in Full-Time Equivalents [F.T.E.]*)

Expenses	2001-02 Budget $	2001-02 Budget F.T.E.	2001-02 Actual $	2001-02 Actual F.T.E.
Total	1,183	13.0	1,178	13.9

*Full-Time Equivalents refers to number of full-time positions.

The Women's Secretariat's budget includes the following areas:

1. Policy Co-ordination and Communications

Integrate women's issues into government planning and decision-making through research and policy analysis. Inform key stakeholders and the public about issues that affect the economic, social and political lives of women.

Expenses	2001-02 Budget $	2001-02 Budget F.T.E.	2001-02 Actual $	2001-02 Actual F.T.E.
Total	1,088	13.0	1,073	13.9

2. Accommodation and Central Services

Provides for payments to Saskatchewan Property Management Corporation for office accommodation, mail and photo services, records management and minor renovation services.

Expenses	2001-02 Budget $	2001-02 Budget F.T.E.	2001-02 Actual $	2001-02 Actual F.T.E.
Total	95	N/A	105	N/A